

MEMORANDUM FOR HEADS OF DEPARTMENTS AND AGENCIES

FROM: JOHN BERRY
DIRECTOR, OFFICE OF PERSONNEL MANAGEMENT
CO-CHAIR OF THE NATIONAL COUNCIL ON LABOR-
MANAGEMENT RELATIONS

JEFFREY D. ZIENTS
DEPUTY DIRECTOR , OFFICE OF MANAGEMENT AND BUDGET
CO-CHAIR OF THE NATIONAL COUNCIL ON LABOR-
MANAGEMENT RELATIONS

Subject: Follow-up on Executive Order concerning Labor-Management Forums

Within the Federal workforce, both management and labor seek to serve the public and accomplish Government's mission in an effective and efficient manner. Executive Order 13522, signed by the President on December 9th, 2009, calls for Federal agencies to work together with employees and unions to improve the delivery of high quality services to the American people.

The Executive Order creates a National Council on Federal Labor-Management Relations to support agency partnerships and cross-agency learning for cooperative and productive labor-management relations. In addition, the Executive Order requires all executive departments and agencies whose employees are represented by a labor organization to establish Labor Management Forums (LMFs). LMFs can improve the working relationship between employees and the employer and support changes needed to enable agencies to deliver the highest quality services and products to the public. The Executive Order requires agencies to develop a formal plan to implement LMFs, and to have that plan certified by the National Council by May 8, 2010. Agencies should submit their proposed plan to the Council by March 9, 2010 for review and certification. The Council will review all submitted plans within 30 days of receipt and either certify the plan or return it to the agency with guidance for improvement and resubmission.

Implementation plans should describe:

- the process the Agency will undertake to design and implement LMFs at appropriate levels within the Agency;
- the process the LMF will undertake to develop a limited number of mission-linked or process-improving performance goals;
- a plan for developing Agency and/or bargaining unit-specific metrics to monitor progress toward these goals and performance trends in key areas such as labor-management

satisfaction, productivity gains, cost savings, and other measures as identified by the relevant LMF participants.

The U.S. Office of Personnel Management will provide administrative support to the Council and will serve as the primary contact for inquiries regarding this guidance or preparation of Labor-Management Forum implementation plans. Agencies may also consult with OMB on any questions.

Please send a Word version of implementation plans and pilot proposals via email to: PLR@opm.gov and your OMB program examiner.

For more information, please contact:

Tom Wachter
Acting Deputy Associate Director
Partnership and Labor Relations
U.S. Office of Personnel Management
1900 E Street, N.W, Room 7H28
Washington, DC 20415
202-606-2639
Thomas.Wachter@opm.gov